



Active Community Engagement Ltd

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Employer's Policy Statement

EMPLOYER DISCRETIONS – STATEMENT OF POLICY LOCAL GOVERNMENT PENSION SCHEME 2008

The employer known as Active Community Engagement Ltd has prepared this written statement of policy in relation to its exercise of certain discretionary functions available under the above regulations.

PART A – Formulation of policy in accordance with Regulation 66 of the Local Government Pension Scheme (Administration) Regulations 2007 (as amended)

Regulations in this part refer to the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended)

1. Regulation 12 - Power of an employing authority to increase total membership of active members.

An employer may resolve to increase the total membership of an employee at any time whilst he is an active member of the Scheme with them. The maximum additional membership period that can be awarded is 10 years. The employer must pay to the Pension Fund, within one month from the date that any additional membership is awarded (or such longer period as agreed between the employer and the administering authority), a sum as calculated in accordance with guidance issued by the Government Actuary.

Employer's policy

Active Community Engagement Ltd would not normally increase the membership of an LGPS Member or award them additional pension. However, we may consider this in exceptional circumstances.

2. Regulation 13 – Power of employing authority to award additional pension.

An employer may resolve to award an employee, at any time whilst he is an active member of the Scheme with them, additional pension of not more than £5,000 a year payable from the same date as his pension is payable under any provisions of the Local Government Pension Scheme Regulations.

Employer's Policy Statement (0408)

Additional pension may be paid in addition to any increase of membership under regulation 12 of the LGPS (Benefits, Membership and Contributions) Regulations 2007 (as amended).

The employer must pay to the Pension Fund, within one month from the date that any additional membership is awarded (or such longer period as agreed

between the employer and the administering authority), a sum as calculated in accordance with guidance issued by the Government Actuary.

Employer's policy

Active Community Engagement Ltd would not normally increase the membership of an LGPS Member or award them additional pension. However, we may consider this in exceptional circumstances.

3. Regulation 18 – Flexible retirement

A member who has attained the age of 55 and who, with his employer's consent, reduces the hours he works, or the grade in which he is employed, may make a request in writing to the appropriate administering authority to receive all or part of his benefits under the Regulations, and such benefits may, with the employer's consent, be paid to him notwithstanding that he has not retired from that employment.

If the payment of benefits takes effect before the member's 65th birthday they will be reduced in accordance with guidance issued by the Government Actuary unless the employer agrees to waive, in full or in part, any such reduction at their cost.

In the case of a person who was an active member on 31st March 2008, and who makes a request before 31st March 2010, substitute the age of 55 above with the age of 50.

Employer's policy

Active Community Engagement Ltd has resolved to consider the adoption of regulation 18 on a case by case basis. Where ACE do adopt regulation 18, ACE will agree to waive any actuarial reduction made to a members LGPS benefits for early payment.

4. Regulation 30 – Choice of early payment of pension

If a member leaves a local government employment before he is entitled to the immediate payment of retirement benefits, once he has attained the age of 55 he may choose to receive payment of them immediately. A choice by a member aged less than 60 is ineffective without the consent of his employer or former employer and the employer must pay to the Pension Fund a sum representing the capital cost of releasing those benefits early.

Employer's Policy Statement (0408)

His pension must be reduced by the amounts shown as appropriate in guidance issued by the Government Actuary although the employer may determine on compassionate grounds to waive the actuarial reduction.

In the case of a person who was an active member on 31st March 2008, and who makes a request before 31st March 2010, substitute the age of 55 above with the age of 50.

Employer's policy

Active Community Engagement Ltd has resolved to consider the adoption of Regulation 30 where there are no cost implications for our operation. Where ACE do adopt regulation 30, ACE will agree to waive any actuarial reduction made to a members LGPS benefits for early payment.

5. Regulation 16 - Re-employed and re-joining deferred members

Where a deferred member becomes an active member again before becoming entitled to the payment of those deferred retirement benefits, he may elect to have his former deferred membership aggregated with his current active membership on or after the date that he again becomes an active member. An election must be made within 12 months from the date that the member re-joins the Local Government Pension Scheme or such longer period as his employer may allow.

It is worth noting that if the member has more than one former period of deferred membership, it is only the most recent deferred membership period that can be aggregated with his current active membership unless earlier periods of deferred membership have already been aggregated with the most recent period of deferred membership.

Employer's policy

Active Community Engagement Ltd will not permit transfers of previous membership in after 12 months.

6. Regulation 22 – Applications to make absence contributions

Employer's Policy Statement (0408)

This provides for a scheme member to pay optional contributions, for a period of unpaid absence from work, within 30 days of returning to, or of ceasing, employment. The employer can agree to extend this time limit.

Employer's policy

Active Community Engagement Ltd has resolved not to extend the time limit. ACE has procedures in place to write to a member where required at the earliest opportunity, giving a member time to make an election within the 30 day period.

7. Regulation 25 – Additional Voluntary Contributions (AVCs) and Shared Cost Additional Voluntary Contributions (SCAVCs).

An active member may elect to pay AVCs into a scheme established under contract between his appropriate administering authority and a body approved for the purposes of the Finance Act 2004.

Under paragraph 3 of this regulation an employer can, at its discretion contribute to the AVC scheme and where they do the AVC scheme is known as a shared cost additional voluntary contributions arrangement and contributions to it as SCAVCs.

Employer's policy

Active Community Engagement Ltd has resolved not to adopt this discretion.

8. Regulation 83 – Inward transfers of pension rights

This provides that an active scheme member may elect to transfer into the Local Government Pension Scheme relevant pension rights held elsewhere. The member must request the transfer of such rights in writing within 12 months of becoming a member of the Local Government Pension Scheme or such longer period as the employer may allow.

Employer's policy

Active Community Engagement Ltd has resolved to allow transfer of previous relevant pension rights held elsewhere within a period of 12 months of becoming a member of the LGPS.

9. Regulation 57(5)(c) – Notification of decisions under regulation 58.

Employer's Policy Statement (0408)

Responsibility for determinations under the first stage of the Internal Disputes Resolution Procedure rests with a "specified person" appointed by the (former) employer of a scheme member.

Employer's policy

The specified person for this employer is:

Name: John Allan

Job Title: Director of Operations

Address: 14 Church Street,
Malpas, Cheshire, SY14 8NU

Tel No: 01948 861242

Email: john@almsport.co.uk

Previously Regulation 98 (5).

PART C – Formulation of policy with regard to Regulation 5 of the Local Government Pension Scheme Regulations (Benefits, Membership and Contributions) Regulations 2007 (as amended)

10. Regulation 5 - Contributions payable by active members

An active member shall make contributions to the Scheme at the contribution rate from his pensionable pay in each employment in which he is an active member. The contribution rate to be applied to his pensionable pay in any financial year (starting with 1st April 2008) is the rate determined by the employer to represent the assumed pensionable pay for the forthcoming year. Where there is a material change to a member's pensionable pay in the course of a financial year, the employer may re-determine the contribution rate to be applied in his case.

Employer's policy

Active Community Engagement Ltd has resolved to re-determine the contribution rate at the time of any material change. ACE has a procedure in place to notify the APF whenever a change of contribution takes place.

New discretion.

Employer's Policy Statement (0408)

PART D – Formulation of policy with regard to Regulation 9 of the Local Government Pension Scheme (Transitional Provisions) Regulations 1997

11. Regulation 9 - Women with membership before 6th April 1988

This regulation provides for the employer accepting all married female scheme members have made an election to provide their husbands with a widower's pension for any relevant service (unless the employee states in writing that she does not wish such an election to be provided).

Employer's policy

Active Community Engagement Ltd has resolved that it should accept that all married female scheme members have made such an election with the proviso that any employee may elect otherwise.